

REE®
M&E

2025

ESG REPORT



Company Information

Company Name

R.E.E MECHANICAL & ELECTRICAL ENGINEERING JOINT STOCK COMPANY

Abbreviation	Tax Code:	Chartered Capital
R.E.E M&E JSC	0302660700	VND 165 billion

Headquarters:

364 Cộng Hòa St, Tân Bình Ward, Ho Chi Minh City, Vietnam

+84 (28) 3810 - 0068 | +84 (28) 3810 - 4469

ree@reeme.com.vn | www.reeme.com.vn

Representative office:

Floor 17, Icon 4 Building, 243A Đê La Thành St., Láng Ward, Hanoi, Vietnam

+84 (24) 6281-9791

About REE M&E

REE M&E, Vietnam's leading M&E contractor, is proud to be a subsidiary of REE Corporation, one of Vietnam Top 50 Listed Companies..

Founded in 2002 to specialize the Corporation's sector of M&E services, REE M&E focuses on the design, installation, and maintenance of mechanical and electrical systems. Through more than 20 years of development, REE M&E has affirmed its leading position with a charter capital of VND 165 billion and a legacy of more than 1,300 projects across the country. Our journey of growth is decorated with numerous prestigious awards.

Looking toward the future, REE M&E remains relentless in its efforts to continue the story of Vietnam's No. 1 M&E Contractor...



Business Geography

REE M&E is based in Ho Chi Minh City, with a representative office in Hanoi.

REE M&E provides services both nationwide and internationally. Our project portfolio extends across provinces, including: An Giang, Can Tho, Da Nang, Dak Lak, Dong Nai, Dong Thap, Gia Lai, Ha Noi, Hai Phong, Ho Chi Minh City, Hue, Hung Yen, Khanh Hoa, Lam Dong, Lao Cai, Ninh Binh, Phu Tho, Quang Ngai, Quang Ninh, and Vinh Long.



Corporate Network & Accreditations



Parent Company

REE Corporation
Vietnam

Subsidiaries

ĐOÀN NHẤT M&E JSC
Ho Chi Minh City, Vietnam

CHẤT LƯỢNG M&E JSC
Ho Chi Minh City, Vietnam

HỢP PHÁT M&E JSC
Ho Chi Minh City, Vietnam

Professional Memberships

- U.S. Green Building Council
- Vietnam Green Building Council
- Vietnam Construction Contractors Association
- Saigon Entrepreneurs Association

Certifications & Accreditations

ISO 9001:2015
10000468952-MSC-JAS-ANZ-VNM
Management System

ISO 45001:2018
OSH 783855
Occupational Health and Safety Management System

ISO 14001:2015
EMS 833400
Environmental Management System

Construction Eligibility Certificate - Class I
Nº: BXD-00000045

Construction Eligibility Certificate - Class III
Nº: HCM-00000045

Fire Prevention & Fighting Service Eligibility Certificate
Nº: 193/GXN - PCCC

Management & Organization



Madam NGUYỄN THỊ MAI THANH

Chairwoman of REE Corporation (REE)

Madam Mai Thanh is a decisive leader with a strategic vision. The achievements of REE M&E bear the profound imprint of her leadership



Mr. ASHOK RAMACHANDRAN

General Director of REE Corporation (REE)

With over 20 years of experience, Mr. Ashok Ramachandran has held key executive positions across various international markets. He was appointed as the General Director of REE Corporation in April 2025.



Mr. PHẠM CÔNG PHÁP

Director of R.E.E Mechanical & Electrical Engineering JSC (REE M&E)

Mr. Pham Cong Phap, with over 20 years of experience, has held various important roles at REE M&E. He was appointed as the Director of REE M&E since 2021.

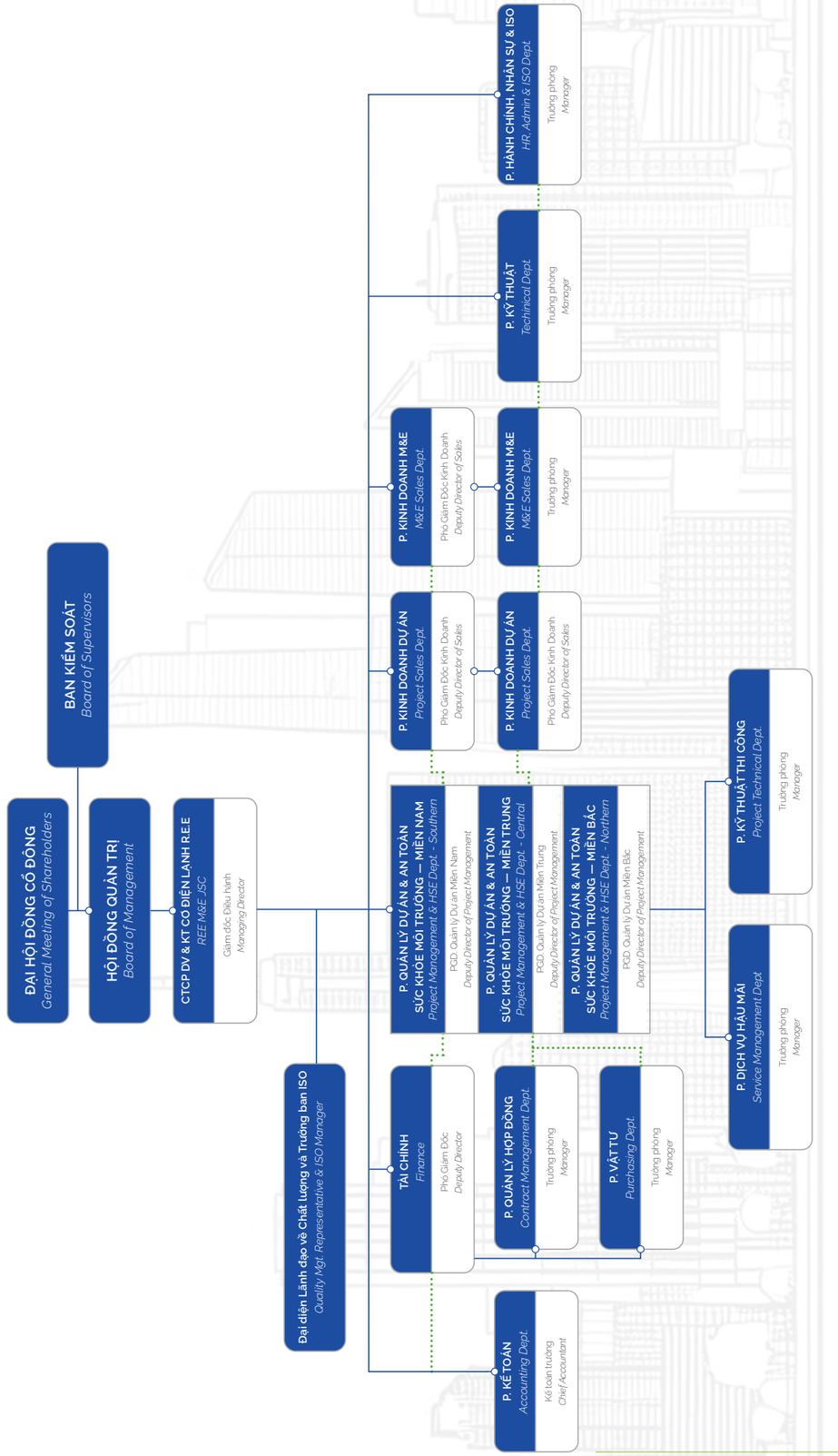
JAS-ANZ

ISO 9001:2015 CERTIFIED

ISO 9001:2015

DNV-GL Business Assurance has certified REE M&E's Management System as meeting the ISO 9001:2015 standard.

Nº 10000468952-MSC-JAS-ANZ-VNM



Our Legacy & Achievements

From humble beginnings in 1977, REE M&E has risen to become Vietnam's Leading M&E Contractor, driven by visionary leadership, a relentless pursuit of excellence, and the unwavering dedication of its people. Our numerous prestigious awards and certifications stand as a testament to this remarkable journey of growth and achievement.

VIETNAM TOP 10 REPUTATION AWARD

Vietnam Report presents the Vietnam Top 10 Reputation Award to honor the most prestigious organizations within their respective industries. Leveraging its outstanding capabilities, REE M&E has successfully maintained this title for every consecutive year since 2018

50 HCMC OUTSTANDING BUSINESSES

The Ho Chi Minh City People's Committee honored 50 outstanding enterprises with key local brands and products, based on their business and communication performance, innovation, and ESG factors. REE M&E is proud to be among the distinguished businesses receiving this honor.

TOP 10 ESG GREEN VIETNAM

Viet Research and Investment Newspaper present the Top 10 ESG Green Vietnam Award to honor enterprises pioneering Environment, Social, and Governance (ESG) standards. By receiving this honor in the award's inaugural year (2025), REE M&E reaffirms its strong commitment to sustainable development and the creation of a green future.













2016 | VND 2000 billion
Sales milestone exceeding VND 2000 bn.

2018 | VND 3000 billion
Sales milestone exceeding VND 3000 bn.

2009 | ISO 9001:2008
for Management System

2014 | VGBC member
Gold membership of VGBC

2016 | USGBC member
Silver membership of USGBC

2018 | ISO 9001:2015
for Environmental Management

2023 | ISO 45001:2018
for Occupational Health and Safety (OH&S) Management System

2002 | Foundation
R.E.E Mechanical & Electrical Engineering Company Limited was founded.

2007 | Conversion
REE M&E was converted from a Limited Company to a Joint Stock Company

2020 | VND 165 bn. Capital
REE M&E increase chartered capital to VND 165 billion

1992 | Factory
Vinataba Khanh Hoi Factory

1993 | Hospital
Cho Ray Hospital

1995 | Hotel
Caravelle Saigon Hotel

1999 | Office
Medical Cadre Training Center

2000 | Airport terminal
T1 of Noi Bai International Airport

1993 | Equitization of REE
REE was one of the first enterprises to embrace the equitization trend to enhance its business capabilities.

2000 | Publicly Listed
REE was one of the first publicly traded ticket on HSX.

1977 | Foundation of REE
The Refrigeration Electrical Engineering Enterprise, the predecessor of REE Corporation, was established in 1977.

2025

ESG REPORT

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Sustainability Message

REE M&E will remain steadfast on our journey of sustainable development, anchored by environmental responsibility, human values, and long-term efficiency. We are not just building structures — we are pioneering a greener, more harmonious, and more livable future for generations to come.

In a rapidly changing global landscape shaped by climate challenges, resource scarcity, and the urgent need for sustainable development, the construction industry — including the M&E sector — plays a pivotal role in reshaping how we design, build, and operate structures. As a leading M&E contractor in Vietnam, REE M&E deeply recognizes that sustainability is not a fleeting trend, but the North Star for our longterm existence and growth.

We understand that every electrical, HVAC, plumbing, or fire protection system is more than just a technical solution; it is a direct factor influencing energy efficiency, air quality, safety, and the overall living and working experience throughout a building's lifecycle. Consequently, REE M&E is committed to integrating ESG (Environmental, Social, and Governance) factors into every phase of our operations: from design consultancy and equipment selection to construction and maintenance.

We prioritize energy efficient M&E solutions that reduce CO_2 emissions and promote Green Building models — utilizing LEED and LOTUS standards alongside smart automation systems. Our engineering team continuously improves designs and researches new materials and technologies to minimize waste, reuse resources, and dispose construction waste in accordance to regulations. We don't just build to "standard"; we choose to "build responsibly," aiming for the sustainability of both the project and its surrounding ecosystem.

Every engineer, worker, and operator is a vital link in REE M&E's ESG ecosystem. We cultivate a work culture based on safety, respect, and sustainable capacity building, where every individual is encouraged to learn, innovate, and contribute practical solutions to environmental and social issues. By conducting regular ESG training and collaborating with domestic and international experts, we make ESG an integral part of our technical mindset and professional conduct across the entire system.

Furthermore, REE M&E promotes the spirit of ESG beyond our internal scope. We require our suppliers and partners to comply with standards regarding professional ethics, material provenance, fair labor, and management transparency. In every project, REE M&E acts as a bridge, transforming ESG awareness into concrete actions, helping clients realize their goals of green construction, reduced operating costs, and increased longterm asset value.

We believe that to truly create a sustainable future, we must spread ESG awareness persistently and profoundly. ESG is not just a leadership agenda; it is a collective journey where everyone plays a role. Through internal communications, community programs, and consistent action onsite, REE M&E aims to ignite the spirit of green transformation from the smallest details — eventually spreading across every project, every city, and every community where we operate.

PHẠM CÔNG PHÁP
Director

Sustainability Framework

REE M&E's Sustainable Development is built upon three core interconnected pillars: Sustainable economic growth, environmental stewardship, and corporate social responsibility. In this framework, we identify sustainable economic growth as a central focus based on balancing the interests of stakeholders.

Economic Growth

Growth in revenue and profit is the central focus of REE M&E's sustainability. To achieve these objectives and staying aligned with current market demands,, REE M&E will focus on market expansion, providing M&E systems for projects in renewable energy, power, water and waste utilities, high-speed rail and metro stations, and data centers.

Environmental Stewardship

REE M&E is committed to the consistent application of our Green Policy through:

- Eco-friendly Technology: Using sustainable materials and technologies.
- Resource Stewardship: Managing energy and water via the "Reduce – Reuse – Recycle" principle.
- Sustainable Impact: Participating in renewable energy and essential infrastructure projects to serve the community sustainably.

Social Responsibility

In Human Resource Development, REE M&E prioritizes workforce rejuvenation and the enhancement of professional expertise. We build a work environment that guarantees employee benefits and encourages a healthy balance between work, health, and life.

In Stakeholder Engagement, REE M&E spreads sustainability awareness by organizing regular activities, providing green products and services, and consistently practicing our Green Policy.

In Social Contribution, We continue to focus on social activities that nurture education for future generations, creating opportunities for disadvantaged individuals to rise up and grow together with us.



Applications

Utilizing Green technology

- Using energy-saving LED lighting.
- Utilizing high-efficiency VFR or Central HAVC systems.
- Using R-514A refrigerant, which has zero ODP and low GWP.

Improving construction process

- Adhering to LEED or GREEN MARK standards in design and construction.
- Applying Building Information Modeling (BIM) to reduce material waste and optimize design.
- Using modern machinery to conserve fuel and reduce emissions during construction.

Enhanced Energy Efficiency

- Implementing Building Management Systems (BMS) with IoT for energy monitoring & optimization.
- Using high-quality thermal & acoustic insulation materials to minimize energy waste.
- Integrating Variable Frequency Drives (VFD) in fan, pump and motor systems to conserve energy.

Efficient water management

- Using water-saving sanitary equipments..

Adopting ERP in management

REE M&E adopted REE M&E PLATFORM ERP to digitalized its operations, which brought significant benefit:

- Operational Efficiency: Eliminates geographical and time-related barriers, significantly accelerating approval cycles and document retrieval compared to traditional methods.
- Transparency & Security: Standardizes workflows and ensures data integrity through sophisticated access control and structured cloud-based storage.
- Green Operations: Minimizes printing materials and physical storage requirements, directly reducing office waste and supporting environmental preservation.

2025 Consumption Data

REE M&E's consumption data is aggregated from the following operational sources:

- Offices operation.
- Projects' procedures, operations, and logistics.
- General logistics and supporting activities.

Consequently, data may fluctuate significantly between reporting cycles, depending on the total volume and active schedules of current project portfolio.

In 2025, REE M&E recorded a rise in energy consumption across both electricity and fossil fuels. This increase serves as a positive indicator of business growth, driven by the simultaneous implementation and accelerated progress of several large-scale, high-value projects. The Long Thanh International Airport project alone accounted for 25% of the year's total energy usage. Furthermore, executing remote projects in locations such as Long Thanh, Tra Vinh, and Phu Quoc required significant fuel consumption for the transport of personnel and materials, despite our rigorous efforts to optimize logistics.

Conversely, consumption of paper and clean water is trending downward. This is attributed to the successful implementation of the REE M&E Platform (ERP) and internal improvements in office policies and equipment.

While paper consumption remains significant due to mandatory administrative procedures with government agencies, partners, and investors, REE M&E continues to actively encourage all stakeholders to transition toward digital workflows to minimize resource use.

1523 GJ

ENERGY CONSUMPTION

▲ 21.84% against 2024. in which

181,21 MWH

ELECTRICITY

Equivalent to 652 GJ

▲ 39.32% against 2024.

26407 LITRES

FOSSIL ENERGY

Equivalent to 871 GJ

▲ 11.45% against 2024.

5477 M³

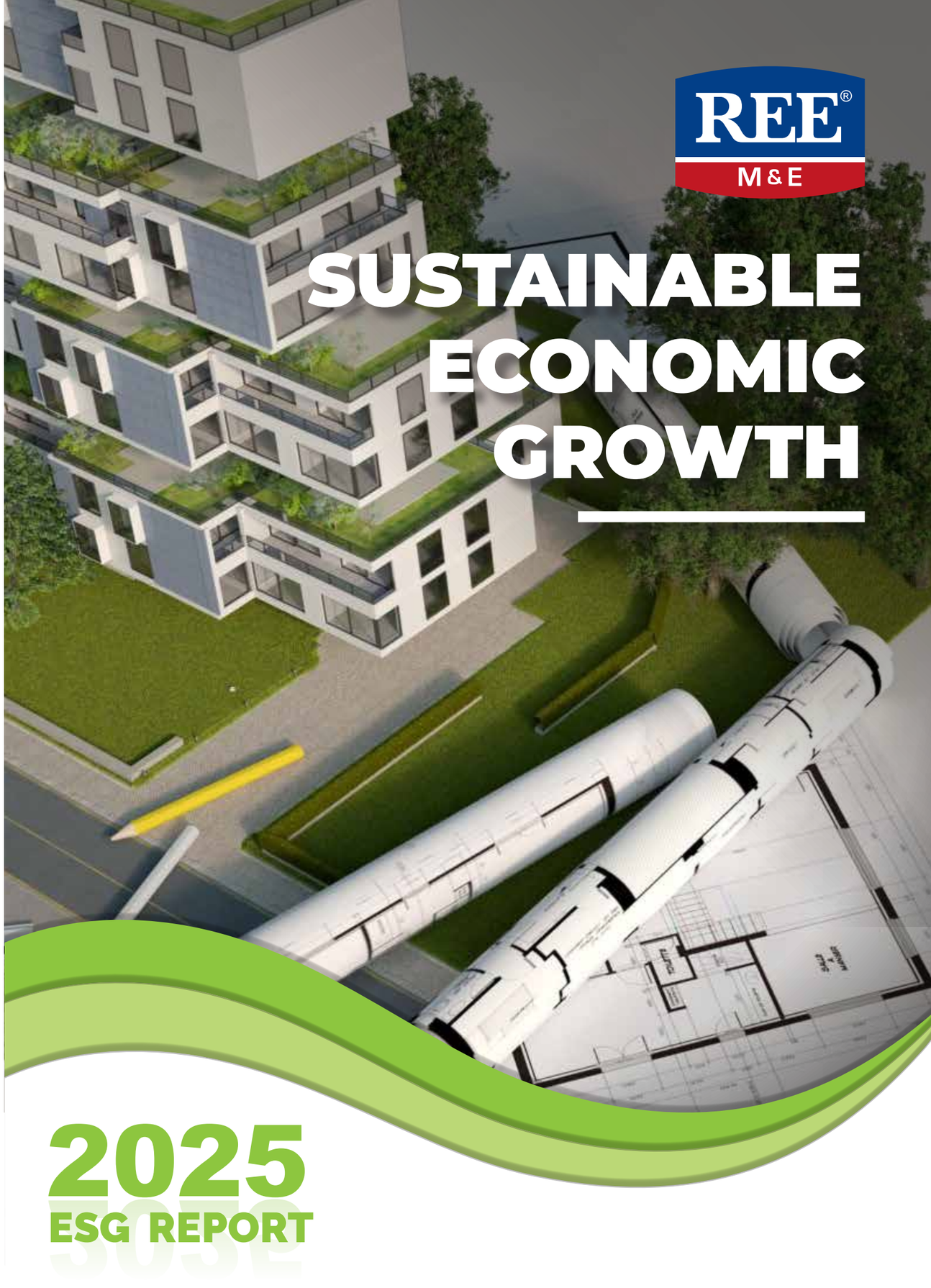
WATER CONSUMPTION

▼ 8.38 against 2024

40.57 TON

PAPER CONSUMPTION

▼ 2.37% against 2024



Economic Growth

(continued)

Green Buildings

As part of our sustainability roadmap, REE M&E has joined the U.S. Green Building Council (USGBC) and the Vietnam Green Building Council (VGBC). Active membership in these organizations requires strict adherence to rigorous standards throughout every stage of a project — from design and material selection to construction. These measures ensure optimal operational performance while minimizing environmental impact. Our dedication to these standards is demonstrated by our portfolio of projects that have successfully achieved LEED Platinum, LEED Gold, and Green Mark certifications.



Sustainability Advantanges

Balancing economic objectives with environmental responsibility and community value is a complex challenge, particularly in the construction industry. REE M&E leverages advanced technology to harmonize these goals.

REE M&E PLATFORM

The implementation of ERP software goes beyond improving management efficiency; it enables more effective planning of resources, people, and — most importantly — capital. This optimization helps REE M&E reduce costs, increase capital turnover, and drive higher profitability.

Building Information Model

The application of BIM allows REE M&E to optimize costs through effective clash detection and the reduction of material waste. This solution accelerates project timelines, enhances operational efficiency, and maximizes return on investment

Advanced & Ecofriendly technologies, designs and equipments

By proactively integrating technological advancements and innovative materials, REE M&E simultaneously achieves two strategic objectives: optimizing investment costs and protecting the ecosystem. These green buildings, characterized by superior energy and water efficiency, serve as a testament to REE M&E's market leadership and our commitment to sustainable responsibility.

ISO 14001:2015

British Standard Institution has certified that REE M&E operations meet the ISO 14001:2015 on Environmental Management

Environmental Stewardship

Fully aware of the vital link between environment and our sustainable business growth, REE M&E has integrated ecosystem protection into the core of our operations. This commitment is reflected in our sustainable business policies, resource optimization, and the standardization of our workflows — from major strategies down to the smallest operational details. Every effort we make is designed to support Vietnam's national roadmap toward achieving Net Zero by 2050.

Over the years, we have continuously pioneered and promoted the use of advanced technologies in our projects to optimize energy and water consumption while enhancing the user experience. Our technical leadership in this area has been a key factor in helping our projects secure rigorous international green building standards, such as LEED and Green Mark

Yet, our dedication to a greener future goes beyond the technical scope of our construction sites.



Proactively Engaging in Sustainable Infrastructure Projects

Clean energy, renewable resources, and waste management are critical infrastructure sectors for protecting the natural environment and fostering healthy living. At the Green Economy Forum & Conference 2024, REE M&E announced its commitment to increasing its participation in these vital areas.

Our involvement in renewables began years ago with the installation of solar and rooftop solar systems. Building on this experience, REE M&E has recently executed two other significant large-scale projects: the Tra Vinh V1-4 Wind Farm and the Nhon Trach 3 & 4 LNG Power Plant.

Tra Vinh V1-4 Wind Farm: A nearshore wind project with a capacity of 48 MW invested by REE Corporation, with REE M&E serving as the construction contractor.

Nhon Trach 3 & 4 Power Plant: With a capacity of 1,500 MW and an investment of $1.4 billion, this is Vietnam's first liquefied natural gas (LNG) power plant. REE M&E is proud to play a role in this landmark project, which is a key step toward the nation's Net Zero 2050 goal.

Beyond these projects, REE M&E is actively expanding its involvement in sustainable infrastructure, with more projects planned for the near future.



Environmental Stewardship
(continued)

Every Action Counts

For us, sustainability is not only about large-scale projects and strategies but also the tiniest actions in our daily operations.

Tree-planting is a practical activity to create urban greenery, support reforestation, and protect the air we breathe. In 2025, REE M&E joined several tree-planting activities held by REE Corporation and Jardines.

Saving trees is as important as planting them. The adoption of the REE M&E PLATFORM not only helps improve operational efficiency but also reduces paper consumption in our daily activities — thereby reducing the need for timber and minimizing waste.

REE M&E addresses waste issues not only through large-scale projects but also in our operational practices. Waste sorting has become an awareness that spreads through every company event. We also frequently integrate programs to exchange used batteries — a hazardous waste — for eco-friendly gifts. Sustainable materials are always preferred; for example, our 2025 team-building t-shirts were made from fabric containing 67% recycled coffee fiber, a comfortable, biodegradable, and easy-to-recycle material.

Beyond physical waste, we are also committed to lowering our carbon footprint. Since 2024, REE M&E select electric vehicles for our staff daily commutes to reduce emissions.

Through these collective small actions, REE M&E aims to join hands with the community to build a cleaner, greener, and healthier environment for everyone.

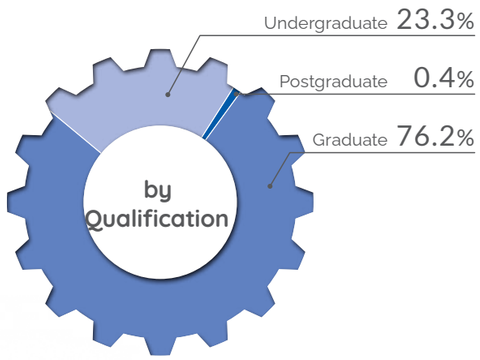


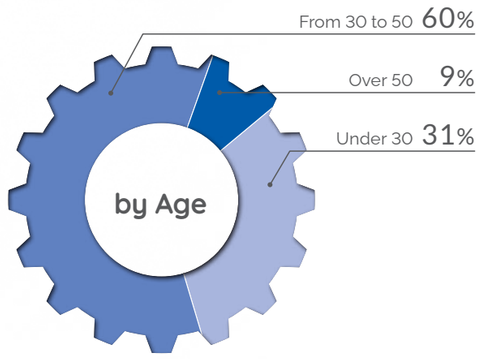


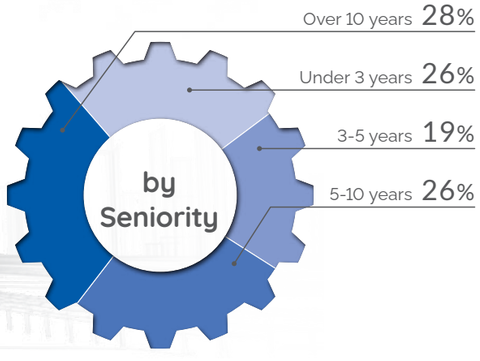
Workforce Statistics

REE M&E is powered by a highly professional and experienced team. Our workforce is strategically evolving toward a more specialized and elite structure, with over 60% of our staff falling within the 30–50 age range — the peak years for professional expertise. We have also seen a 15% increase in new talent, bringing fresh energy to the company.

As of December 31, 2025, our workforce consists of 995 employees, categorized as follows:







Fostering a Supportive Work Environment

To empower our employees to grow, contribute, and build long-term careers, REE M&E fosters a healthy, modern, and inclusive workplace. We maintain a professional environment with a strict stance against discrimination and corruption, while always upholding the rights of our people. This supportive culture serves as the bedrock for REE M&E's long-term development strategy.

Collective Labour Agreement

REE M&E operates under the Collective Labor Agreement issued by REE Corporation on July 25, 2023.



Healthy Working Environment

REE M&E is based at the **e.town** complex, a modern, eco-friendly workspace designed to balance productivity with the well-being of our team. To ensure our operations remain transparent and efficient, we utilize the REE M&E PLATFORM, a digital ecosystem that has streamlined our management since 2022.

At REE M&E, we treasure our people as our most valuable asset. This belief drives our uncompromising focus on workplace safety, ensuring that risk management is a shared responsibility across the company. Our commitment to these high standards is validated by our international certifications: ISO 9001, ISO 45001, and ISO 14001.

2025 Employee Conference

To cultivate a working environment where employees feel empowered to share ideas and ask questions, the Employee Conference was held in February 2025. Attended by nearly 175 employee representatives, the meeting was an opportunity for the Trade Union to report on its activities and budget.

In the conference, the Board of Directors shared the 2024 business results and the 2025 development roadmap, while also listening to and engaging with feedback from the team. The session was lively, driven by creative ideas and initiatives from employees to improve the company's operations.

e.town 6

e.town 6, a masterpiece of green architecture, has achieved LEED Platinum certification — the highest recognition from the USGBC. As the MEP General Contractor, REE M&E delivered a suite of selective, energy-efficient, and eco-friendly solutions. At the heart of these is the optimized energy-saving Chiller system, utilizing R-514A refrigerant — a Zero ODP and ultra-low GWP solution that minimizes environmental impact.

The building's design embraces natural elements, using expansive windows and smart lighting and temperature controls to optimize energy use while keeping the workspace comfortable. By blending nature into the building through indoor greenery and outdoor relaxation areas, the project creates a healthy, balanced environment. This design focuses on what matters most: the well-being and energy of the people who work there.













To strengthen our employee bonds and promote sustainable action, REE Corporation organized a Tree Planting Day to complete the green landscape of **e.town 6**. This initiative saw enthusiastic participation from across the Group, reflecting our collective commitment to the environment.







Fostering a Supportive Work Environment

(continued)

Occupational Health & Safety

At REE M&E, our people are our most treasured asset. To ensure our people comprehensive protection, we adopt an Occupational Health and Safety Management System certified to ISO 45001:2018 standards.

This system ensures that every workplace — from the head office to the project site — remains safe, non-toxic, and healthy. As a concrete benchmark, independent environmental monitoring conducted on April 5, 2025, confirmed that our office microclimate, air quality, noise levels, and lighting all meet Vietnam National Standards (TCVN).

Beyond maintaining optimal conditions, we strictly enforce safety regulations and disseminate labor safety knowledge across all levels, from management to site-based workers. Our impressive "Working Man-Hours Without LTD" milestones, backed by certificates of appreciation from investors, serve as a testament to REE M&E's unwavering dedication to human protection.









ISO 45001:2018

OSH 783855

Empowering Our Workforce

Beyond maintaining a fair and friendly working environment, REE M&E applies superior recruitment and compensation policies to attract talent and inspire dedication. The Company also identifies training as a top priority to cultivate expertise and enhance human resource capacity.

Employee Benefits

REE M&E employees benefit from a salary, bonus, and allowance structure aligned with REE Corporation's general policies

Beyond financial compensation, the Company focuses on holistic well-being by providing high-quality annual health check-ups alongside comprehensive health and accident insurance packages.

To promote physical revitalization, employees are encouraged to exercise at the REENERGIZE STATION — a specially designed multi-functional fitness space featuring Gym, Yoga, and Zumba classes.

In parallel, team bonds are nurtured through engaging teambuilding activities and meaningful celebrations — such as International Women's Day and Vietnamese Women's Day — which are reimagined each year with creative and fresh ideas. These events consistently receive enthusiastic participation, fostering a collaborative and inspiring environment for every employee.

Recruiting Policy

To adapt to economic and labor market fluctuations, REE M&E focuses on optimizing and developing the potential of our existing workforce.

When filling critical positions, REE M&E prioritizes candidates who possess a multitasking mindset and high operational flexibility. This strategic approach ensures our team remains proactive and highly responsive to any shifts in the market landscape.



Empowering Our Workforce
(continued)

Training Policies

REE M&E's training policy is strictly aligned with our sustainable business goals. The HR Department oversees the surveying and design of high-quality, practical programs tailored to our operational needs. Regular training in technical expertise, management leadership, and Occupational Health and Safety (OHS)—including first aid and fire safety — ensures a high-caliber workforce and a safe, compliant environment for all.

2025 Training Statistic

In 2025, REE M&E conducted 27 specialized training courses, with a total of 839 employee attendances. The curriculum was structured into three areas: Legal, Administrative & Finance; Technical Expertise; and Soft Skills. Key highlights from this year's program included:

- ☑ Accredited Tier Designer (ATD): A specialized certification by the Uptime Institute focused on the design and implementation of international-standard data centers.
- ☑ GWO Basic Safety Training (BST)
- ☑ Tungsten Inert Gas welding technology
- ☑ AI Applications for Leveraging Performance
- ☑ Preparing - Negotiating and Sealing Contracts - The art of solving disputes
- ☑ Professional design and presentation skills
- ☑ FIDIC Contract: "Conditions of Contract for EPC/Turnkey Projects."
- ☑ Updates on the latest Bidding Law and practical implementation on the Vietnam National E-Bidding System (VNEPS).









27 COURSES
TRAINING COURSES CONDUCTED

VND 503.296 MILLION
TOTAL TRAINING COST

839 TURNS
TOTAL ATTENDANCES

3831 HOURS
TOTAL TRAINING TIME

In which, management attended 129 times and other position attended 710 times





















JARDINES FAMILYMPIC 2025

To enhance the physical and mental well-being of our employees, REE M&E actively participated in Jardines Familympic 2025. This annual sports and cultural event is held to foster connection and synergy across the Jardine Group ecosystem.

We eagerly attended as part of the REE Corporation delegation. Our team impressed the audience in football, tug-of-war, and relay swimming, ultimately securing the "All-round 1st Winner" title.







This year's event integrated a green initiative, exchanging used batteries for nearly 900 Black Hopea (Sao đen) saplings. On July 5, 2025, these resilient and fast growing trees were planted at the Mount Ong Reforestation Project led by the Joy Foundation.

Empowering Our Workforce
(continued)

Celebrations in 2025

To recognize contributions, REE M&E hosts monthly birthday celebrations for all employees born within the month.

This long-standing tradition serves as more than just a celebration; it provides a opportunity for colleagues to strengthen their bonds. This initiative reflects our commitment to a people-centric culture and represents the practical care REE M&E extends to every member of our workforce.











REE and REE M&E hosted meaningful celebrations for International Women's Day on March 8, 2025 to honoring our female employees. The event was highlighted by a health talk on "Sustainable Nutrition: Choosing Healthy and Eco-friendly Foods" and a creative terrarium workshop. Our ladies also eagerly participated in a green initiative, exchanging used batteries for reusable canvas bags.



REE® M&E

OUR COMMUNITY

2025 ESG REPORT

Standing with the Community

REE M&E recognizes that our sustainable growth is deeply rooted in the prosperity and support of our community — the foundation that sustains our resources, infrastructure, and talents. Mindful of our role, we proactively fulfill our social responsibilities through direct initiatives and collaborations with REE Corporation and other reputable organizations.

VND 1.500+ MILLION

COMMUNITY SUPPORT

In 2025, Vietnam recorded extreme weather conditions, with a series of severe storms followed by devastating flash floods that caused significant loss of life and property. Moved by empathy and solidarity, we acted swiftly to provide both moral and material support when it was needed most.

In the immediate aftermath of the disasters, we contributed VND 1 billion, joining hands with the nation to support recovery and rebuilding efforts in the affected communities.





Nurturing Talent

Supporting education empowers talent to reach their full potential, driving national growth and — more specifically — advancing the success of our business.

Recognizing the importance of "sowing the seeds," we prioritize educational scholarships as a core commitment. In addition to our regular contributions to the REE Corporation scholarship funds, REE M&E develops specialized programs tailored to the technical needs of our company.



2025 Voluntary Blood Donation Event



In June 2025, REE M&E actively participated in the '2025 Voluntary Blood Donation Event', organized by REE Corporation in collaboration with the Ho Chi Minh City Humanitarian Blood Donation Center at the **e.town** building. This year's event featured flexible time slots, enabling a greater number of employees to join the initiative.











HOCHIMINH CITY INTERNATIONAL MARATHON

The Techcombank Ho Chi Minh City International Marathon has long been a premier sporting event celebrates the city's vibrant culture and raises funds for significant charitable causes. The 8th edition in 2025 marked an impressive milestone, bringing together over 23,000 runners and contributing more than VND 4.2 billion to community funds.

Embracing this spirit, REE M&E saw enthusiastic participation from our team members, who challenged their resolve across all distances — from 5km and 10km to the demanding 21km and 42km marathons. For our team, participation is more than a health goal; it is a practical action to help spread positive values and support the well-being of our city.

REE® M&E

REPORT PROFILE

2025 ESG REPORT

Key Aspects

Defining the Report's content and key aspects

1 Identification

Identify relevant GRI Aspects based on assessment of economic,environmental and social impacts related to the Group businesses' activities and interests of stakeholders

2 Prioritisation

Assess the Aspects based on their importance and impact to stakeholders to determine key Aspects together with their Boundaries and the level of coverage

3 Validation

Assess key Aspects based on scope, boundaries, and timeframe; collect information and publish report

4 Review

Review and prepare for the next reporting cycle

List of Key Topics and their related Aspects, Boundaries, Importance and Impact

	Key Topics	Key Aspects (GRI)	Aspect Boundaries	Report Content	Importance	Impact
	OUR BUSINESS					
P1	Products and services	Products and services	• REE M&E • Customers • Business Partners	• Economic Performance	★★★	★★
P2	Customer and after-sales service			• Economic Performance	★★★	★
EN	Environmental protection			• Environmental Stewardship	★★	★
E1	Business results	Economic Performance	• REE M&E • Business Partners • Gov. Authorities	• Economic Performance	★★★	★★★
E4	Financial strength			• Economic Performance	★★★	★★★
E5	Statutory obligations				★★★	★★★
C1	Corporate Governance	Corporate Governance	• REE M&E	• Management & Organization	★★★	★★
C2	Risk management				★★★	★★
C4	Compliance	Compliance	• REE M&E • Gov. Authorities		★★★	★
C5	Anti-corruption				★★	★
C6	Market development	Market development	• Business Partners	• Sustainability Framework • Economic Performance	★★	★★
R1	Transparent information disclosure	Disclosure and transparency	• Gov. Authorities • Employees		★★★	★
R2	Internal communications				★★	★★
	OUR PEOPLE					
L1	Salary and employment benefits	Employees	• Employees	• Empowering Our Workforce	★★★	★★★
L2	Employee health and workplace safety			• Fostering a Supportive Work Environment	★★★	★★★
L3	Training and development			• Empowering Our Workforce	★★	★★
H1	Non-discrimination	Human Rights			★★	★★
H2	Human rights				★	★
H3	Equal opportunity			• Fostering a Supportive Work Environment	★★★	★★★
H4	Freedom of association and collective bargaining				★	★
	OUR SOCIAL RESPONSIBILITY					
S1	Corporate Social Responsibility	Community	• REE M&E • Community	• Standing with the Community	★★	★
S2	Workforce Development			• Standing with the Community	★	★★
	OUR ENVIRONMENT					

Stakeholder Engagement

REE M&E recognizes stakeholders as the individuals and organizations impacted by our operations, including shareholders and investors, customers, business partners, government authorities, our employees, and the community.

We proactively listen to and engage with stakeholder feedback. Understanding these concerns and insights is essential to preparing our ESG Report and effectively planning and executing our long-term strategies.

Shareholders and Investors

Our goals	Approach Methods	Frequency
• Create the highest values for our shareholders • Assure equitable treatment among shareholders • Commit to transparency in the appropriate disclosures of the Company's operations	• Direct meetings • Website	• Frequent

Customers

Our goals	Approach Methods	Frequency
• Provide our customers with products of high quality, reliability and durability • Improve quality of customer and after-sales services • Listen to customer demands and strengthen our technical expertise to serve them in the best way possible	• Direct meetings • Customer service center, technical consulting, warranty and maintenance • Exhibitions, fairs, conferences • Website	• Frequent

Goverment Authorities

Our goals	Approach Methods	Frequency
• Fulfill all statutory obligations to the Government • Ensure full compliance with laws and regulations • Maintain transparent and timely information disclosure	• Participate in conferences held by the Government and relevant authorities	• Frequent

Business Partners

Our goals	Approach Methods	Frequency
• Maintain and develop long-lasting relationships • Respect mutual benefits between business partners • Develop together and create quality products for society	• Direct meetings • Exhibitions, fairs, conferences • Website	• Frequent

Employees

Our goals	Approach Methods	Frequency
• Recognize the contribution of employees • Create favorable working environments and ensure benefits for employees • Develop human resources through programs to identify and foster talents	• Workshops, training programs	• Frequent
	• Team building activities, sport event, Christmas and New Year Celebrations...	• Annual
	• Employees' satisfaction survey	• Annual

Community

Our goals	Approach Methods	Frequency
• Accompany and facilitate corporate social responsibility activities in enhancing the skills and know-how of the young workforce • Share both our passion and our resources to support the well-being of the community and society.	• Organize charitable activities supporting the community	• Frequent
	• Participate in fundraising events for the community, environmental protection	• Frequent
	• Participate in charity organizations	• Frequent

About this Report

Scope of Report

This ESG Report is published annually to provide a comprehensive disclosure of REE M&E's sustainable development strategies. This document evaluates our impacts, risks, and opportunities across environmental, social, and corporate governance (ESG) dimensions, alongside the economic aspects of our business operations.

This report is prepared for the 2025 fiscal year and is developed in accordance with the GRI 2021 Sustainability Reporting Standards issued by the Global Reporting Initiative.

The scope of this report is limited to the business activities of REE M&E.

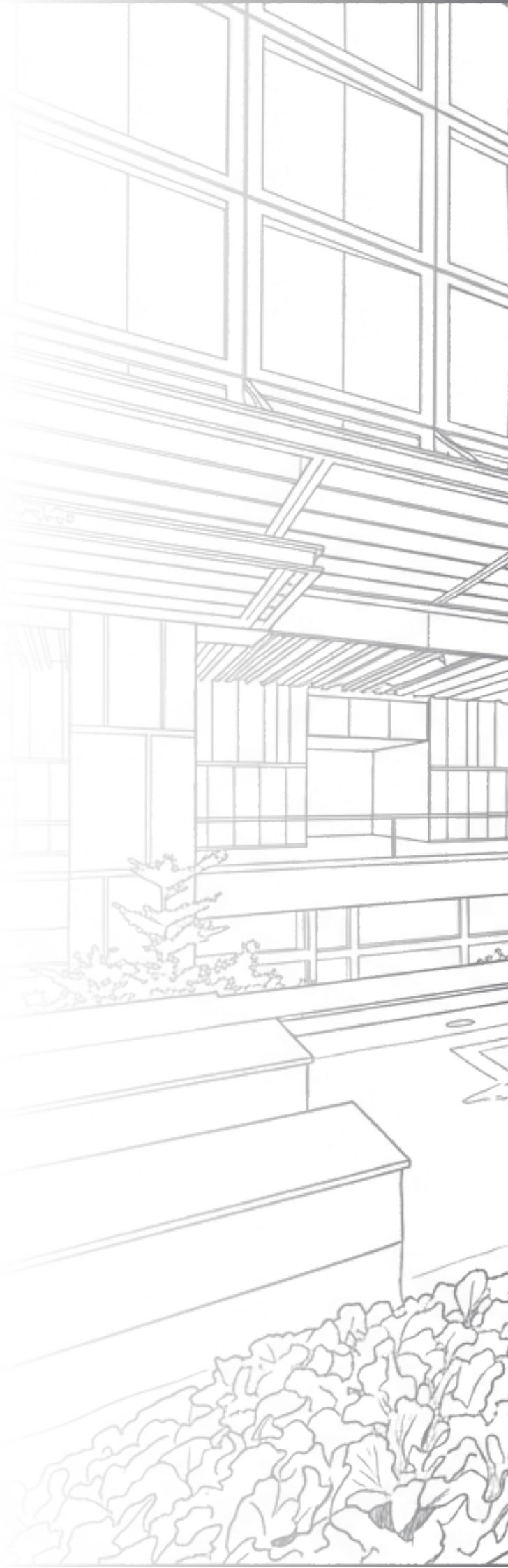
Information Assurance

The collection of information and data is cross-referenced and verified across all relevant departments, the management team and the internal control and risk management departments to ensure accuracy and integrity.

Contact Information

For comments and inquiries, please contact:

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2025 ESG REPORT

R.E.E MECHANICAL & ELECTRICAL ENGINEERING JSC

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